

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC (amended) </div> <div> Ch. No. 410-2023-03578 </div> </div>	
_____ NA _____ and EEOC <small>State or local Agency, if any</small>			
Name (indicate Mr., Ms., Mrs.) Ms. Keedra Jackson		Home Phone (Incl. Area Code) 404-780-5453	Date of Birth 11/30/73
Street Address 212 Old Fig Lane		City, State and ZIP Code Fairburn, GA 30213	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name City of Stonecrest, GA		No. Employees, Members 100+	Phone No. (Include Area Code) 470-727-0069
Street Address 3120 Stonecrest Blvd.		City, State and ZIP Code Lithonia GA 30038	
Name 		No. Employees, Members 	Phone No. (Include Area Code)
Street Address 		City, State and ZIP Code 	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap;"> <div style="margin-right: 10px;"><input type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE <div style="display: flex; justify-content: space-between;"> <div> Earliest 1/27/23 </div> <div> Latest 3/09/23 </div> </div> <div style="margin-top: 10px;"> <input checked="" type="checkbox"/> CONTINUING ACTION </div>	

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

My name is Keedra Jackson and I am an African-American female. I was hired as a senior planner for zoning for the City of Stonecrest, GA on January 3, 2022. On March 7, 2022, I was named acting director for planning and zoning, a role I held until July 2022, when I was replaced by a male, Ray White, and demoted to the position of deputy director.

In January 2023, I became aware that at least one Atlanta-area newscast had obtained through an open records request emails from me related to a zoning issue involving a local property called SeaQuest. On January 27, I was informed by Acting City Manager Gia Scruggs that she was recommending my termination because the correspondence allegedly put the city in a bad light and for making an authorized statement to the media, apparently a reference to a "no comment" statement I made to a reporter after a city council meeting when she sought to question me about the emails.

I was placed on administrative leave pending a review of the termination recommendation by the city leadership and ordered to turn in my office keys and laptop. When I was presented with this notice, I immediately protested to Scruggs that I was only executing city policy regarding SeaQuest and that I was being treated far more harshly than certain male officials who had committed more serious infractions. I mentioned that Ray White, my supervisor, was only given a three day suspension for sexually harassing a subordinate, that his keys and computer were not confiscated during the suspension, and that he remains working in close proximity to his accuser. The male communications director was only given a two

week suspension for harassing a coworker, and permitted to retain his city computer.

I was informed of my final termination by letter on March 9, 2023. I believe that the unfavorable treatment that I received in comparison to my colleagues is a clear example of discrimination based on sex, in violation of Title VII of the Civil Rights Act of 1964. I also believe that after I raised complaints of discriminatory treatment, Stonecrest retaliated against me by failing to conduct a thorough investigation of the City Manager's recommendation of termination and her allegations against me.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

04 / 11 / 2023

Date



Charging Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)



Title	Corrected EEOC charge
File name	EEOC charge (18).pdf
Document ID	6acdb70259b9ab5bb0a905080583676a513d695c
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History



SENT

04 / 11 / 2023

16:47:22 UTC-4

Sent for signature to Keedra Jackson

(keedrajackson@yahoo.com) from jwalker@hkm.com

IP: 76.97.141.204



VIEWED

04 / 11 / 2023

16:52:49 UTC-4

Viewed by Keedra Jackson (keedrajackson@yahoo.com)

IP: 71.146.179.109



SIGNED

04 / 11 / 2023

16:54:17 UTC-4

Signed by Keedra Jackson (keedrajackson@yahoo.com)

IP: 71.146.179.109



COMPLETED

04 / 11 / 2023

16:54:17 UTC-4

The document has been completed.